

# Women's Leadership Behaviour: The Influences of Work-Life Balance, Personality, Emotional Intelligence and Motivation

## Abstract

Globally, the number of women leaders is increasing year after year, where many women are working in male-dominated sectors. Despite the fact that women have contributed to the success of male-dominated businesses, there have been few studies on women's leadership behaviour. The primary goal of this study was to investigate the influences of work-life balance, personality, and emotional intelligence on women's leadership behaviour among Malaysian engineers. This study also looked at motivation as a moderating variable in the link between personality and emotional intelligence in women leaders. In this study, all independent variables (work-life balance, personality, and emotional intelligence) were shown to be substantially connected to the dependent variable (women's leadership behaviour). Motivation, as a moderating variable, was discovered to have a considerable impact on the link between personality and emotional intelligence and women's leadership behaviour. Based on the results, the practical implications can be used as a guide for future studies. It is recommended to do more in-depth studies by focusing on more dimensions for each of the selected variables to learn more about the factors that cause women to become leaders in a male-dominated field.